



K&L GATES



Indigenous Engagement Plan

July 2024 to June 2026



ACKNOWLEDGEMENT OF COUNTRY

We acknowledge the Traditional Custodians of the lands on which we work across Australia and recognise their continuing connection to land, waters and culture. We pay our respects to their Elders past, present and emerging.

We respectfully acknowledge the Turrbal people and Yuggera people, Traditional Custodians of the land where our Brisbane office is located.

We respectfully acknowledge the Wurundjeri people of the Kulin Nation, Traditional Custodians of the land where our Melbourne office is located.

We respectfully acknowledge the Whadjuk people of the Noongar Nation, Traditional Custodians of the land where our Perth office is located.

We respectfully acknowledge the Gadigal people of the Eora Nation, Traditional Custodians of the land where our Sydney office is located.

A MESSAGE FROM JASON OPPERMAN

REGIONAL MANAGING PARTNER - AUSTRALIA

We are honoured to play our part in the much bigger picture of a reconciled Australia.

As we developed this plan, we considered important questions to assist in developing a focused and determined framework: “What steps are being taken to actively advance the shared vision of a just, equitable and reconciled Australia, to raise awareness, and have a positive impact on our community?” and “How can we infuse our commitment to the goal of a unified Australia with significant actions that can continue to advance the prospects for Aboriginal and Torres Strait Islander peoples?”

We recognise the need for leadership and vision in all areas of our Indigenous Engagement Plan, both now and in the future, to unite all our employees behind a common objective and encourage everyone to take an active role in making a positive impact by contributing to our initiatives. As a law firm, our pro bono work—in particular through the K&L Gates for Equal Justice initiative—is central to delivering our vision for meaningful progress.

With the guidance of our Indigenous Engagement Committee, we will focus on opportunities within our sphere of influence to create a positive impact.

As a nation, we face many challenges, but we remain excited and optimistic about the opportunities the future holds. As a firm, we will work towards increasing the representation of Aboriginal and Torres Strait Islander peoples within the legal industry.

We look forward to advancing our partnership with Aboriginal and Torres Strait Islander peoples on the pathway to reconciliation, *together*.



OUR COMMITMENT TO INDIGENOUS ENGAGEMENT

Our vision for reconciliation is an Australia where access to justice is equal for all and the systemic barriers of the legal system are diminished for Aboriginal and Torres Strait Islander peoples and businesses. To this end:

- we educate and inform our people about how the justice system has impacted Aboriginal and Torres Strait Islander peoples since colonisation,
- we provide pro bono legal support for Aboriginal and Torres Strait Islander people, communities and businesses,
- we promote and utilise the procurement of goods and services from Aboriginal and Torres Strait Islander businesses, and
- we provide opportunities to increase the representation of Aboriginal and Torres Strait Islander peoples in the legal profession.

K&L Gates has been contributing to the work of reconciliation for over a decade through pro bono support for Aboriginal and Torres Strait Islander businesses and through our Reconciliation Action Plans. Our Indigenous Engagement Plan looks to continue this work and make further impact within our spheres of influence.

The Indigenous Engagement Committee is responsible for developing and executing the deliverables contained within our plan. While the Indigenous Engagement Committee provides guidance and support, we have empowered our people to understand their role in reconciliation and in the actions outlined within our plan.

Our Partnerships

K&L Gates will continue to support the not-for-profit organisation Saltwater Country. Saltwater Country is an organisation dedicated to empowering and mobilising the connection of Aboriginal and Torres Strait Islander peoples to land, horses and stockmanship pride.

Additionally, we maintain a partnership with the Independent Indigenous Tourism Operators of Queensland (IITOQ) to promote positive outcomes for Indigenous tourism. IITOQ was established upon the principles of self-determination and the empowerment of the Indigenous voice in the tourism industry within Queensland, nationally, and internationally.

An aerial photograph of a rugged coastline. The left side shows dark, jagged rocks meeting vibrant turquoise water with white foam. A narrow, light-colored sandy beach runs along the shore, with a white SUV parked on it. The right side of the image shows a wider, flatter sandy area with sparse green and brown vegetation.

**OUR INDIGENOUS ENGAGEMENT
COMMITTEE MEMBERS INCLUDE:**

Joanna Bielby
Senior Associate

Liz Bodey
Associate Director of
Market Development

Nick Grant
Director of Human Resources

Adam Levine
Pro Bono Coordinator and Partner

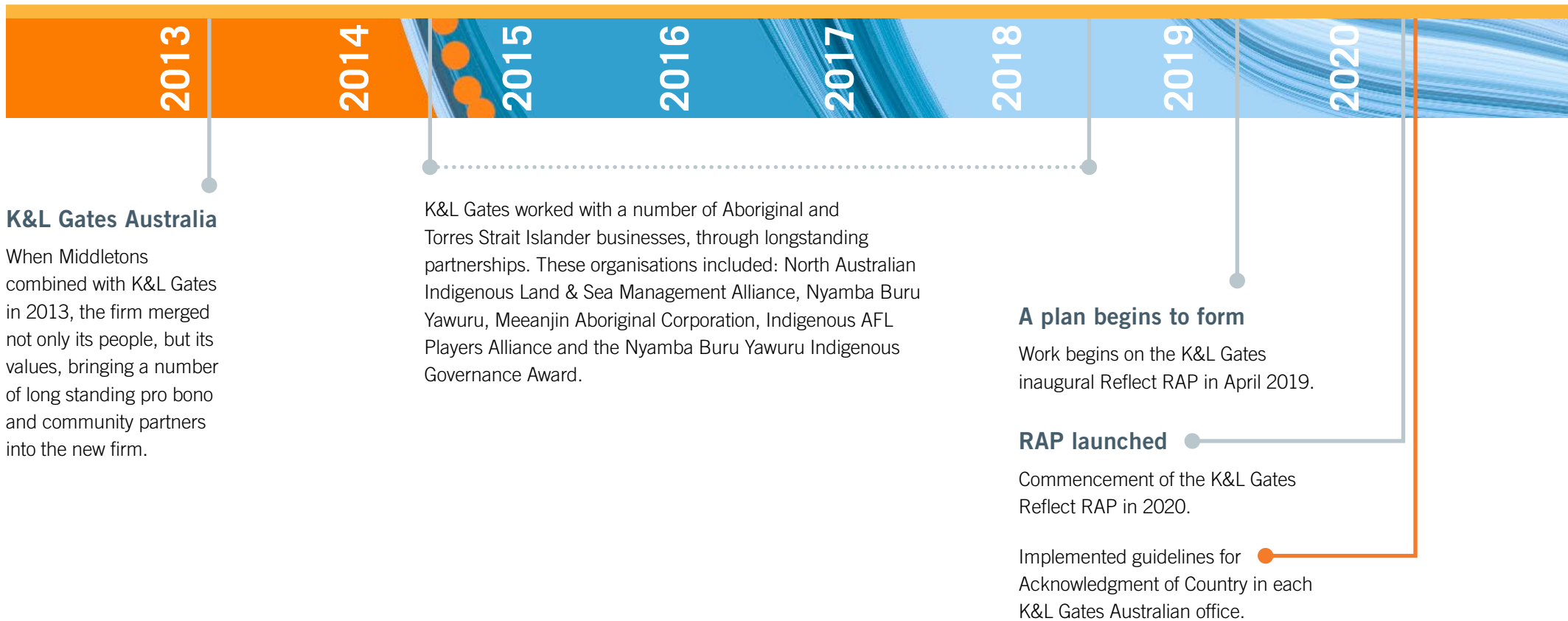
Greta Marks
Senior Associate

Joshua Robbins
Lawyer

Katherine Smith
Special Counsel

Jessica Thompson
Human Resources Manager

REFLECTING ON OUR RECONCILIATION JOURNEY



2021

Working with Aboriginal and Torres Strait Islander clients through pro bono

We have had the privilege to act as pro bono legal co-counsel to Yarraka Bayles, on behalf of her son Quaden and the family, in a cyberbullying matter that has attracted national and international media attention. Working alongside co-counsel George Newhouse of the National Justice Project, lawyers from K&L Gates assisted in the digital crisis planning and response to the cyberbullying of Quaden and implemented a tax efficient structure to receive the funds raised through a US GoFundMe campaign. The family's inspiring story of courage was captured in the ABC's Australian Story episode, *About A Boy*.

In an initiative of our Australian Innovation and Pro Bono Committees, we have teamed up with the National Justice Project, Macquarie University and Josef legal technology, to help create a new approach to bringing pro bono support to vulnerable communities, Tech4Justice. The project team is working with WEAVE Youth & Community Services to increase our understanding of how we can best support Aboriginal and Torres Strait Islander peoples through this initiative.

We updated the Pro Bono matter intake processes, to capture information to help understand the relationships we have with Aboriginal and Torres Strait Islander peoples and business to map their connections.

Building cultural capabilities

The Cultural Intelligence Project has led the team at K&L Gates for three training sessions, commencing in National Reconciliation Week and concluding in NAIDOC Week, so that collectively we can better understand:

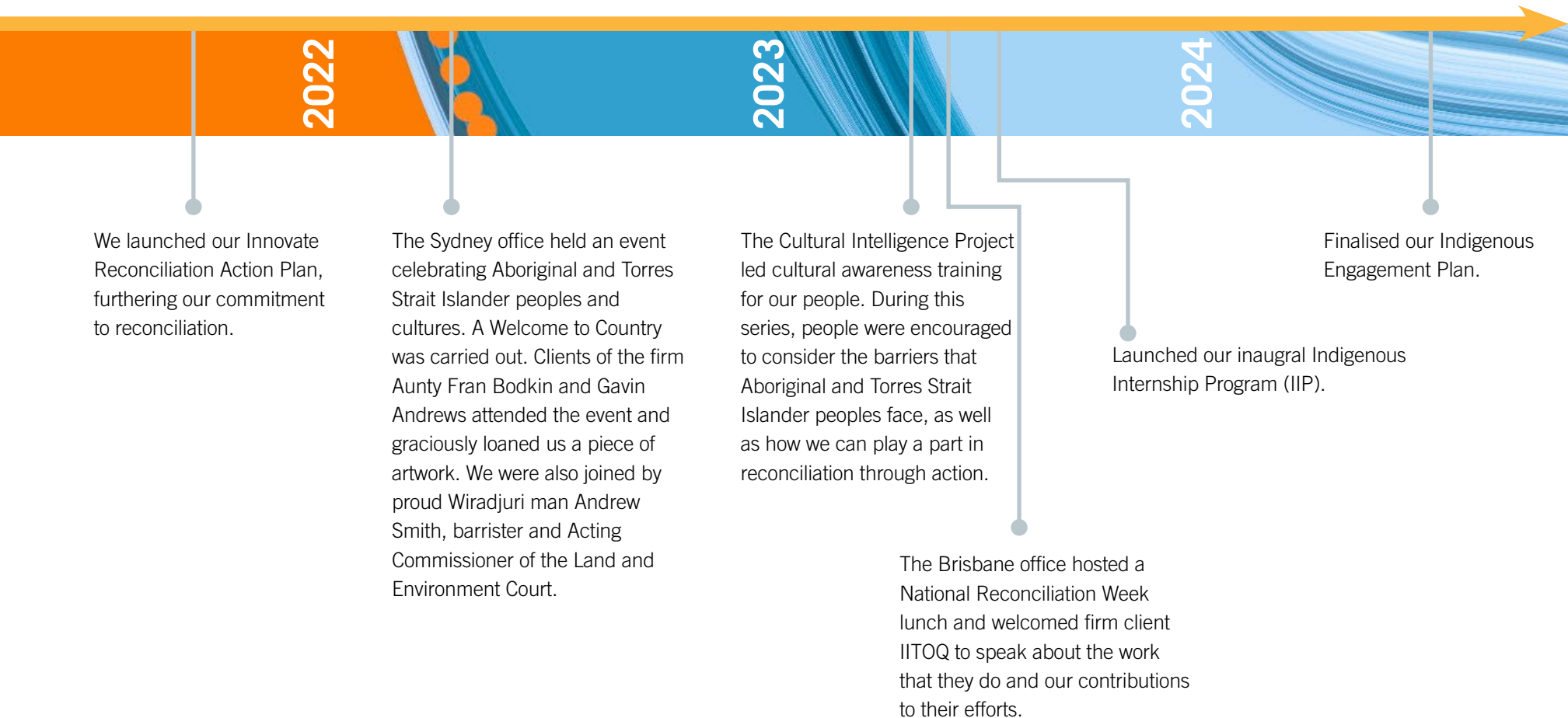
- Two Worlds: Understanding the barriers
- The Other Glass Ceiling: Unpacking the decisions you make
- Ally vs Accomplice: How to take action

Engagement with Aboriginal and Torres Strait Islander clients

During the 2020/21 financial year, our Australian offices provided over 165 hours of pro bono advice to Aboriginal and Torres Strait Islander clients, valued at over AU\$95,000.

In total, our Australian teams worked with 33 Aboriginal and Torres Strait Islander organisations, of which 21 businesses were categorised as not-for-profit or charitable.

TIMELINE CONTINUED...





Left: Welcome to Country Sydney 2022

Right: Call it Out session delivered by National Justice Project 2022



Right: The Cultural Intelligence Project ran a Cultural iQ training series in March 2023



WELCOME - INTRODUCTION

Lesson Prep

1. Download the research paper and read it prior to attending the session
READ: *Aboriginal Peoples and the response to the 2019-2020 Bushfires*
2. Attend the Cultural iQ bespoke training workshop



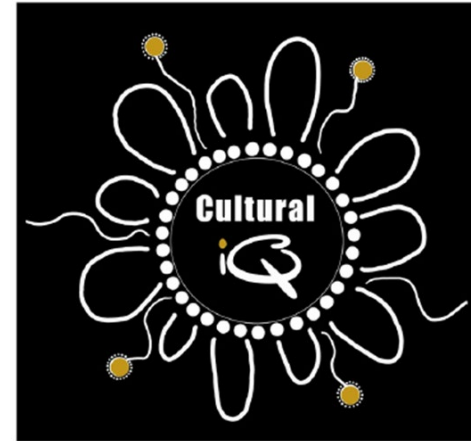
Overview - Lenses :

80,000 years of knowledge and best practice

So often First peoples are positioned in the media as primitive and a burden on society, without acknowledging what colonization has done to First Nation people worldwide. Australia is no different and is potentially one of the worse offenders. Instead of First Nation Australians' knowledge, history, and existence being celebrated the narrative is firmly fixed on positioning First Australians as less than, troubled, and hopeless. We will therefore use this session to unpack how that manifests and should be challenged by you as allies and accomplices.



ART | INCLUSIVE | TRUSTED



Left: The Brisbane office hosted a National Reconciliation Week lunch and heard from guest speakers Birrunga and Madonna Thomson, co-founders of IITOQ, a firm client.



Left and below: K&L Gates provided subsidised tickets to the Doveton Aboriginal Gathering Place Youth Group (Victoria) and to Girls from Oz to attend “Sunshine Super Girl” with a Q&A session afterwards.



Left: In June 2023, we launched our inaugural IIP aimed at providing work experience to Indigenous students. The introduction of this program is a key part of the firm’s ongoing commitment to reconciliation.

OUR PILLARS OF INDIGENOUS ENGAGEMENT



Pro Bono and Access to Justice

K&L Gates will continue to provide pro bono legal support for Aboriginal and Torres Strait Islander peoples, communities and businesses.



Education and Understanding

K&L Gates will educate and inform our people about how the justice system has impacted Aboriginal and Torres Strait Islander peoples and continue to advance our people's understanding of Aboriginal and Torres Strait Islander cultures.



Procurement Opportunities

K&L Gates will promote the procurement of goods and services from Aboriginal and Torres Strait Islander businesses, encouraging positive economic outcomes.



Employment Outcomes

K&L Gates will promote opportunities to increase the representation of Aboriginal and Torres Strait Islander peoples in the legal profession.

PRO BONO AND ACCESS TO JUSTICE

Initiatives	Timeline	Responsibility
<p>Continue our collaboration with the Melbourne Theatre Company, sponsoring its First Nations program, to provide Aboriginal and Torres Strait Islander peoples with affordable access to world-class theatre. This program offers subsidised tickets to First Nations organisations and education institutions across Victoria.</p>	<p>July 2024</p>	<p>Committee Relationship Lead</p>
<p>Seek opportunities to provide legal services to Aboriginal and Torres Strait Islander businesses (as a pro bono or low bono (offering discounted rates) client) and promote those organisations to K&L Gates staff.</p>	<p>July 2024</p>	<p>Committee Relationship Lead</p>
<p>Through our pro bono program, actively seek to build relationships with organisations that can connect the firm to opportunities to promote equal justice for Aboriginal and Torres Strait Islander peoples.</p>	<p>August 2024</p>	<p>Pro Bono Coordinator</p>
<p>Promote our partnership with Aboriginal and Torres Strait Islander organisation Saltwater Country Foundation through our Workplace Giving Program, which will enable employees to donate a portion of their salary to Saltwater Country.</p>	<p>October 2024</p>	<p>Pro Bono Coordinator</p>

EDUCATION & UNDERSTANDING

Initiatives	Timeline	Responsibility
Raise awareness of reconciliation across our workforce, including providing new joiners to the firm with an overview of the Indigenous Engagement Plan as part of their induction program.	July 2024	Committee Secretary
Publicly Communicate our commitment to Indigenous engagement.	July 2024	Committee Projects Lead
Circulate National Reconciliation Week resources and materials to our people. Encourage and support our people to participate in at least one event to recognise National Reconciliation Week.	27 May – 3 June annually	Committee Secretary
Organise at least one National Reconciliation Week event each year.	27 May – 3 June annually	Committee Chair
Circulate and promote participation in external NAIDOC events for all our people. Encourage and support our people to participate in at least one event to recognise NAIDOC.	First week in July annually	Committee Secretary
Support and encourage Indigenous language by inviting the Indigenous Literacy Foundation to present a session for our people during NAIDOC Week and consider a Corporate Library to be displayed in each of our offices.	July 2024	Committee Governance Lead
Conduct a review of cultural learning needs within our organisation. Review our Cultural Learning Strategy and update to ensure it remains effective.	February 2025	Committee Secretary
Provide opportunities for our people to engage in cultural training and to share with their colleagues the outcomes of this training in practice.	March 2025	Committee Chair

Initiatives	Timeline	Responsibility
Engage an Aboriginal and Torres Strait Islander charity as one of the recipients of the firm's efforts during our annual worldwide community service program, the Global Day of Service.	September 2024 and September 2025	Pro Bono Coordinator
Continue to implement and communicate cultural protocol documents for Acknowledgement of Country. Encourage our people to implement these protocols for all formal meetings and events.	July 2024	Committee Chair
Develop a series of lunch n' learn sessions (KLG Yarning Circles)—a story-telling conversation with Aboriginal and Torres Strait Islander peoples. The series will focus on the topics of inclusion of Aboriginal and Torres Strait Islander peoples, access to justice, and other stories of supporting equality.	October 2024	Committee Relationship Lead and Committee Projects Lead

PROCUREMENT OPPORTUNITIES

Initiatives	Timeline	Responsibility
Encourage procurement of goods and services from Aboriginal and Torres Strait Islander businesses via communication of options to our people who purchase goods and services.	September 2024	Committee Projects Lead
Review and update our Procurement Strategy to ensure that practices are current and effective.	February 2025	Committee Projects Lead
Engage Aboriginal and Torres Strait Islander businesses for the firm's printing needs as appropriate.	July 2024	Committee Chair
Display Aboriginal and Torres Strait Islander artwork in each office in Australia, supporting local artists in the area where possible.	March 2025	Committee Chair

EMPLOYMENT OUTCOMES

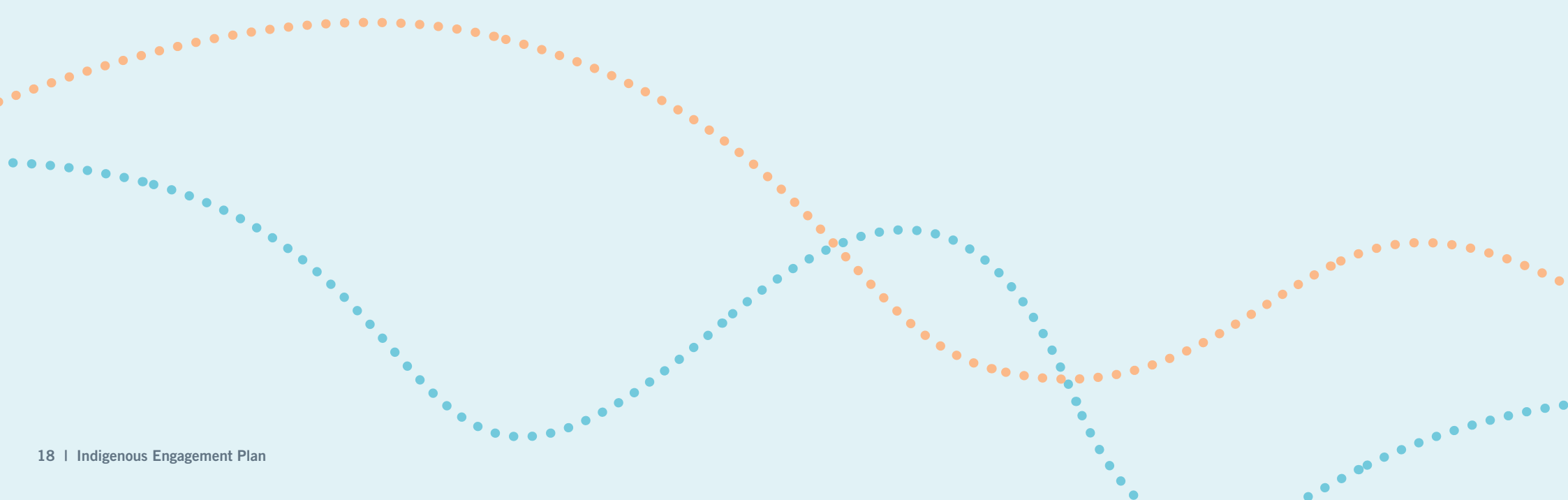
Initiatives	Timeline	Responsibility
Strengthen relationships with Aboriginal and Torres Strait Islander student associations at respective universities in each K&L Gates office location in order to drive additional interest from Aboriginal and Torres Strait Islander students, as well as to help facilitate the desire to expand our IIP. Distribute copies of our Indigenous Engagement Plan as part of the information available for university students at university events and legal career fairs.	March 2025	Committee Secretary
Review, monitor and update our Aboriginal and Torres Strait Islander recruitment, retention and professional development strategy.	August 2024	Committee Chair
Advertise job vacancies to effectively reach Aboriginal and Torres Strait Islander stakeholders via Indigenous Employment Australia and other mediums as appropriate.	April 2025	Committee Secretary
Increase the percentage of Aboriginal and Torres Strait Islander peoples employed in our workforce, to a total of 1%.	October 2025	Committee Chair
Continue to engage in the Legal Profession Reconciliation Network and establish relationships with other law firms involved in reconciliation to explore opportunities for collaboration.	July 2024	Committee Chair
Engage with Aboriginal and Torres Strait Islander staff and/or Aboriginal and Torres Strait Islander advisors on our initiatives in the Indigenous Engagement Plan.	September 2024	Committee Governance Lead
Continue to implement and build upon a national IIP.	July 2024	Committee Secretary

GOVERNANCE

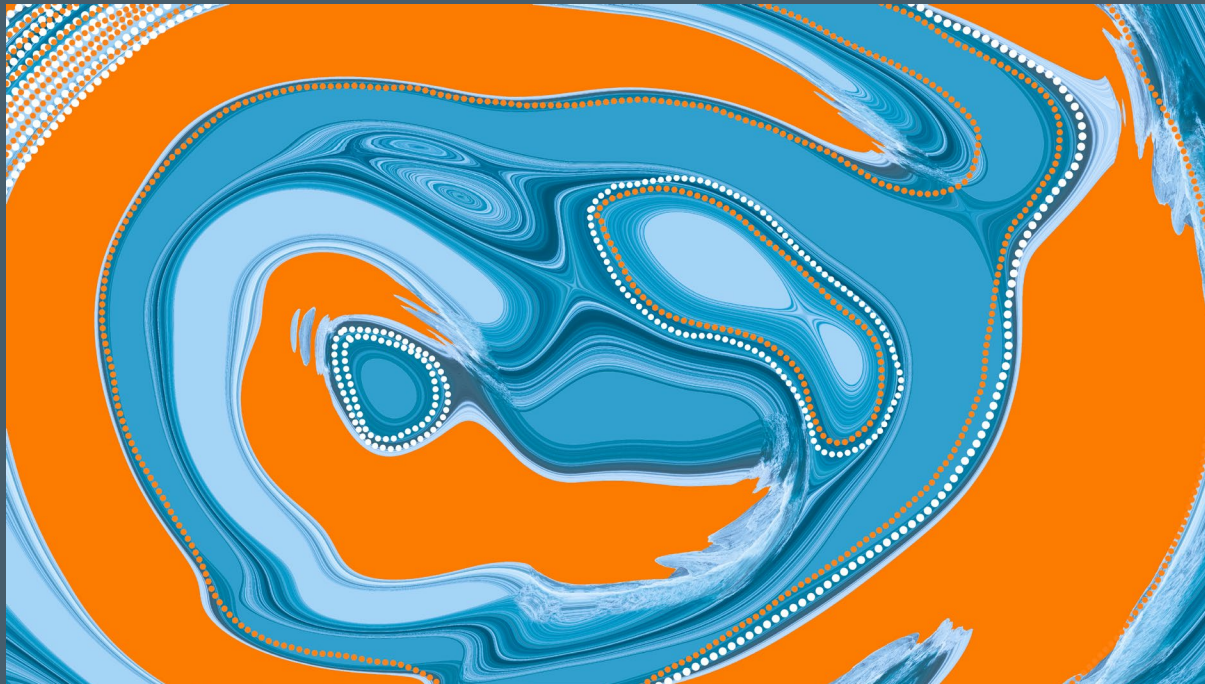
Our Indigenous Engagement Plan builds upon our learning in our reconciliation journey to date. To facilitate the ongoing progress of the reconciliation journey, we will provide regular internal feedback via a quarterly update to our people and to the Australian Board. An annual report will also be produced to ensure accountability.

The Indigenous Engagement Committee will meet monthly to ensure that the Indigenous Engagement Plan is advancing and that initiatives are carried out.

Advice will be sought as appropriate from Aboriginal and Torres Strait Islander consultants regarding the initiatives in this plan.



The artwork utilised in the Indigenous Engagement Plan has been commissioned by Aboriginal photographer and artist Wayne Quilliam. For more than 30 years, Indigenous storyteller Wayne Quilliam has travelled the globe as a professional photographer/videographer and drone pilot. His images feature in publications like *National Geographic*, *The New York Times* and *Huffington Post*. His videos have appeared on Australian and international television and streaming platforms and his creative drone work in installations and tourism videos. K&L Gates is honoured to have Wayne Quilliam produce such powerful imagery for the Indigenous Engagement Plan.



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